

Diversity Steering Committee Meeting Summary

March, 2005

Every month the Diversity Steering Committee meets to discuss current diversity issues as well as the ongoing implementation of the Diversity Action Plan. In the interest of city wide inclusiveness and creating openness, the Diversity Steering Committee will publish a monthly summary of items discussed. Please review the following items and contact your respective 6-Sided Partnership representative or a Diversity Steering Committee member should you have any questions or suggestions.

- The results of the Diversity Follow-up audit conducted by Jamieson and Gutierrez are in! The audit found that overall 74% of Tempe's workforce is completely satisfied or satisfied with their jobs. Public Works was identified as the "model" department due to all their positive changes. The audit also showed an increase in women and minorities in executive-level positions and a decrease of EEOC filings from 36 for the year 2000, to a total of 11 for the years of 2002-2004 *combined*. The audit further found that the Diversity Office is a highly-effective and well-respected office. Tempe was applauded for the creation of the first Accessibility Specialist in the state of Arizona. These are definitely reasons for celebration! The City rose to the challenge of making positive structural changes in embracing diversity.
- While the City should recognize and celebrate its successes, we must not overlook the areas of needed improvement revealed in the audit. Specifically, the audit showed that three departments in the city showed slow progress, regress or no change from the baseline audit in 2001 in addressing the five strategic areas of *Bias, Conflict, Promotions, Good Old Boy Network* and *Inclusion*. These departments are Police, Information Technology and Development Services. In addition, the audit revealed a lack of immediate accountability and continuous focus of those responsible for spearheading change. The audit further revealed that the City needs a comprehensive and continuous system, with necessary staffing for compiling, analyzing and acting on diversity data and information. The audit then encouraged the City to continuously identify additional tools, concepts and processes that can be implemented throughout the City at the workgroup level. This is a focus on cultural change which, according to the audit, will produce attitudes and behaviors more reflective of and in tune with a diverse workforce. The complete follow-up audit has been made available online at www.tempe.gov/diversity for your review.
- The Steering Committee felt overall positive about the results of the audit. The City has made lots of strides but the journey to a diverse and inclusive workforce is not yet complete. The Steering Committee will be planning a

retreat in the near future to review the recommendations made in the audit and to develop an organizational plan of action to address those issues.

- Supporters of a same-sex marriage amendment for Arizona have launched a drive to place the issue on the November 2006 ballot. The measure, now going to ballot, would define marriage as being between one man and one woman. The Diversity Steering Committee cannot take any action since there is a statute that prevents the use of city resources to influence the outcome of an election. However, the Steering Committee can identify community groups on both sides of the issue and refer employees to those groups to address their concerns. If this ballot issue passes, government agencies would not be allowed to offer domestic partner benefits to its employees. Tempe has taken great pride in offering all employees the same benefits, and if this measure passes a portion of our workforce will not be able to offer their families the same opportunities that others receive. Please contact the Diversity Office if you would like referrals to those community groups.